

## **Policy on Diversity and Inclusion of The Federal Public Defender's Office of the Middle District of Pennsylvania**

We value and respect the strengths and differences among our colleagues, clients and communities. In order to achieve our organizational mission and goals, we will improve our capacity to identify, understand, engage in and meet the needs of increasingly diverse and multicultural clients, colleagues and community stakeholders. Our commitment is consistent with our recognition that the outstanding people who comprise this office are the cornerstone of our strength. We embrace the principles of inclusion and equal opportunity, as they bring richer perspectives to our organization and the clients we represent. We further recognize that promoting diversity is an integral component of our continuing quest for excellence as individuals and as a unified office. Each one of us must accept responsibility and do our part to fulfill our organization's commitment to diversity.

We have defined diversity to include, but not limited to: gender, race, color, religion, age, disability, marital status, national or ethnic origin, ancestry, sexual orientation, gender identity and expression, genetic information and veteran status. As part of our effort to advance our commitment to diversity and inclusion throughout our organization, a committee on diversity and inclusion will work closely with the leadership team to carry out these and other initiatives:

- Strengthen our diversity through recruiting, hiring, mentoring, and retaining diverse talent for all levels of our organization.
- Continually review, evaluate and recognize the contributions made by members of this organization and foster an atmosphere of accountability to advance these efforts.
- Encourage open dialogue regarding any discrimination or harassment or perception thereof and respond with respect and support to all those involved.
- Participate in opportunities within and outside our office to explore diversity and inclusion initiatives underway in local communities.
- Create a work environment that engages, enables and empowers people to do their best work.

The Federal Public Defender's Office for the Middle District of Pennsylvania accepts responsibility as a leader in developing and sustaining a diverse workforce in order to achieve our highest standards of excellence in client-centered representation. This commitment must be honored, promoted, and respected by all.